



Administrative Progress Report (APR) March 2007

To: POST Commissioners and Advisory Committee Members

From: HAL SNOW
Interim Executive Director

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

POST PROPOSED 2007/08 BUDGET PROGRESSES

POST's proposed 2007/08 budget, including four Budget Change Proposals (BCPs), has passed the Senate and Assembly Budget Subcommittees without modification. The four BCPs include:

• Replacement and Warranty of Law Enforcement Driving Simulators	\$3,458,374
• Web-Based Training	\$ 650,000
• Local Agency Audits	\$ 250,000
• Workload Adjustment (3 full-time staff)	\$ 98,844
TOTAL	\$4,457,218

These BCPs, along with POST's regular budget totaling \$62,672,000, passed these critical, initial Subcommittees without much commentary. The Senate Budget Subcommittee authorized budget language changes to expand trainees for the Museum of Tolerance to include State Agency peace officers.

The favorable recommendations of these Subcommittees now must go before the full Budget Committees of each house where there is likelihood of passage of the POST proposed budget. Behind and before these public budget meetings there were several meetings that occurred with Subcommittee staff during which questions were answered satisfactorily by POST's staff. POST is grateful of the support from the Department of Finance and the Governor's Office.

Questions about POST's proposed 2007/08 budget may be directed to Assistant Executive Director Dick Reed, Executive Office, at (916) 227-2809 or Dick.Reed@post.ca.gov.

POST'S DEVELOPMENT FUNDING SECURED

POST has been successful in acquiring funding for the development of various on-line training programs. The POST budget has been enhanced with an additional \$350,000 for the current fiscal year, and a Budget Change Proposal for \$650,000 has been submitted for next fiscal year. In addition, POST is currently partnering with the South Bay Regional Public Safety Training Consortium to develop an on-line course for instructors. The Consortium has provided over \$100,000, while POST has contributed \$30,000. This training, which will reside on the POST Learning Portal, will help academy instructors satisfy their triennial eight-hour professional development requirement.

POST recently submitted a grant concept proposal to the Chancellor's Office of the California Community Colleges for \$300,000 to be used in conjunction with POST financial resources for the development of more on-line instructor training. If a significant portion of this grant were awarded to POST, the additional on-line training produced could be applied by instructors toward satisfaction of the entire professional development training requirement.

Questions about funding for POST may be directed to Assistant Executive Director Alan Deal, Executive Office, at (916) 227-2807 or Alan.Deal@post.ca.gov.

LOS ANGELES SCHOOL POLICE DEPARTMENT EMBRACES ON-LINE TRAINING

On February 1, 2007, the Los Angeles School Police Department completed 2,502 hours of CPT training through the POST Learning Portal. They now have 87% of their staff registered on the Portal, and over 75% have successfully completed the *Law Enforcement Response to Terrorism* (LERT) and *Communication: Keeping Your Edge*, which fulfills the perishable skills training mandate in the area of communication. The Los Angeles School Police Department currently has 291 Learning Portal users and is among those leading the way to implement on-line training. As a result, 532 on-line classes have been completed.

The Learning Portal is an excellent tool to allow officers to complete the Tactical Communication Perishable Skills requirement 24 hours a day, 7 days a week. Once an individual signs up via the Learning Portal, any successful completion of courses is automatically added to the individual's POST profile within a 24-hour period.

The following are a few comments from officers who have completed the LERT course:

- **"This subject matter is very interesting and very much pertains to the threats in our society today."**
- **"Great training...the interactive portions were outstanding and on target. Let you go at your own pace and allowed time to review and take notes without being hurried along."**
- **"This course was very well designed. I will definitely come back for the other on-line courses. I hope to see new courses in the future."**

- **“The course was very helpful and gave good insight into terrorism. It also raised a question of who our TLO is.”**
- **“Excellent program. Great Job. It was tough though, but very educational.”**

Currently employed California law enforcement and dispatchers may register and login at <http://www.lp.post.ca.gov/>. Regional Consultants are available to assist agencies with the use and implementation of the Learning Portal. Other questions pertaining to the Learning Portal may be directed to either 1-877-ASK-LTRC or askltrc@post.ca.gov.

PUBLIC SAFETY COMMUNICATIONS TERRORISM AWARENESS INSTRUCTOR COURSE COMPLETED

On March 7-9, 2007, the third pilot presentation of the Public Safety Communications Terrorism Awareness Instructor Course (PSC-TAIC) was presented in South San Francisco. This 24-hour course is designed to train public safety communications instructors who deliver the 8-hour awareness course that complies with SB 1350.

The PSC-TAIC is similar to the Law Enforcement Response to Terrorism (LERT) course that is delivered to sworn personnel statewide to fulfill SB 1350 requirements. Twenty-six students recently completed the PSC-TAIC and may now present the 8-hour awareness course to their communications personnel. A total of 75 instructors have completed the PSC-TAIC training.

Questions about the Public Safety Communications Terrorism Awareness Instructor Course (PSC-TAIC) may be directed to Senior Consultant Donald Lane, Homeland Security Training Program, at (916) 227-3916 or Donald.Lane@post.ca.gov.

NIMS/SEMS/ICS BASIC COURSE FOR RESPONDERS INSTRUCTOR TRAINING FOR LEARNING DOMAIN 43 PRESENTED

On March 20-22, 2007, instructors who will teach the NIMS/SEMS/ICS Basic Course for Responders portion of Learning Domain 43 (LD 43) in the Basic Course met at the Los Angeles County Sheriff's Training facility in Whittier for 24-hours of instructor training. Eighteen instructors representing Basic Course presenters attended this first presentation.

Two additional presentations are scheduled. One will be held on April 17-19, 2007, at the Sacramento Regional Office of Homeland Security. The other is scheduled for May 1-3, 2007, at the Orange County Sheriff's Training facility. It is anticipated that approximately 90 instructors will attend the presentations. They will be responsible for presenting the 8-hour NIMS/SEMS/ICS Basic Course for Responders portion of LD 43.

Questions about the NIMS/SEMS/ICS Basic Course for Responders instructor training may be directed to Senior Consultant Donald Lane, Homeland Security Training Program, at (916) 227-3916 or Donald.Lane@post.ca.gov.

LAW ENFORCEMENT RESPONSE TO TERRORISM INSTRUCTOR TRAINING FOR LEARNING DOMAIN 43 CONDUCTED

On March 26-29, 2007, instructors who will be presenting the Law Enforcement Response to Terrorism (LERT) portion of new Learning Domain 43 met in Garden Grove to complete the required 32-hour instructor training. This was the second presentation of the LERT Instructor course. Thirty-four instructors representing Basic Course presenters attended this second presentation.

POST has trained a total of 66 instructors who will be presenting the 8-hour Law Enforcement Response to Terrorism (LERT) portion of Learning Domain 43. An additional course will be scheduled after July 1, 2007, to ensure that all Basic Course presenters have a core group of trained instructors to present the LD 43 module.

Questions about the Law Enforcement Response to Terrorism instructor training may be directed to Senior Consultant Donald Lane, Homeland Security Training Program, at (916) 227-3916 or Donald.Lane@post.ca.gov.

DEVELOPMENT OF TELECOURSE FOR YOUTH VIOLENCE BEGINS

The California POST Training Network (CPTN) has embarked on a new telecourse program focusing on law enforcement's role in reducing youth violence. The program will instruct officers on how to correctly recognize and investigate warning signs and violent incidents of juvenile offenders.

Training topics will include current trends in youth violence, street gangs, sophisticated use of technology, and the new profile of a violent juvenile offender. Warning signs and risk factors of violent behavior that leads to criminal acts will be presented in the context of school violence, street violence, mental illness, and family history.

The telecourse will also address school Education Codes, Safe Schools Programs, and legal issues pertaining to search and seizure on school campuses. This telecourse will provide officers with practical instruction and new ideas for working with school administrators, educating parents who are in denial, and finding appropriate community-based organizations for referral.

Questions about the telecourse for youth violence may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

ON-LINE COURSE CERTIFICATION PROCESS WELL-ACCEPTED

On November 6, 2006, course certification became an on-line process through the Electronic Data Interchange (EDI). Individuals who already had EDI presenter access at that time were given limited rights, i.e. "read only." Individuals who needed the ability to change and/or submit certification packages electronically submitted a new presenter application and were given greater access.

To date, 792 people have been given EDI presenter access and have been trained on how to use the course certification system. The new system has been well-received by the field and has significantly reduced the amount of paperwork being submitted.

Questions about presenter applications or EDI access may be directed to Office Technician Maria Goshop, Information Services Bureau, at (916) 227-4858 or Maria.Goshop@post.ca.gov.

ACADEMY INSTRUCTOR CERTIFICATE PROGRAM IMPLEMENTATION NEARS

POST staff visited nine academies in March to provide assistance with implementation of the Academy Instructor Certificate Program (AICP). Assistance included provision of data entry training, response to questions regarding equivalency process assessment/eligibility, and facilitation of scheduling future Academy Instructor Certification Course (AICC) offerings.

Participation in the AICP is now mandatory and all academies are expected to be in compliance by July 1, 2007. Currently, all but two of the 40 basic academies have instructors entered into the POST AICP database. These two academies are being assisted by POST staff to ensure timely compliance.

Detailed information about the AICP is available at www.post.ca.gov/training/specialty/basic.asp. Questions about the Academy Instructor Certificate Program (AICP) may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov.

POST TELECOURSES WIN NATIONAL AWARDS

Six POST telecourse videos have received the Bronze Telly Award at the 28th Annual Telly Awards Competition. The winning telecourses include: *News Media Relations*, *Missing Persons Update*, *Response to Human Trafficking*, *Tactical Driving*, *National Incident Management System*, and *Law Enforcement Response to Homelessness*.

Founded in 1978, the Telly Award is the premier award honoring outstanding local, regional, and cable TV commercials and broadcast productions, as well as the finest video and film productions. The annual Telly Awards recognizes the best work of the most respected advertising agencies, production companies, television stations, cable operators, and corporate/government video departments in the world. The Telly Awards is a widely-known and highly respected national and international competition that receives over 13,000 entries annually from all 50 states and many foreign countries. Only 18% of this year's entries were honored with the Bronze Telly Award.

Questions about the award-winning POST telecourse videos may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

POST CONSULTANT RECEIVES SPECIAL RECOGNITION

During the recent Governor's Office of Homeland Security (OHS) Annual Conference held in Oakland on March 13-15, 2007, Special Consultant Ken Whitman was honored by the California National Guard for the work that he has done as POST's Homeland Security Program (HSTP) liaison to the Office of Homeland Security (OHS) and the California Military Department (CMD).

Ken Whitman has been managing the HSTP at POST since 2003. He worked closely with OHS/CMD, the Governor's Office of Emergency Services (OES), the Emergency Medical Services Authority (EMSA), the State Fire Marshal (SFM), and a variety of other training partners to identify appropriate training needs, and to design, develop, and deliver training statewide.

Major James Ayre, on behalf of the Governor and Brigadier General Louis J. Antonetti, presented Ken Whitman with the California Commendation Medal for his work as the peace officer liaison to the Homeland Security Training Division. This medal is one of the highest civilian awards granted by the Military Department. Ken was also presented with an American flag that had been flown over the Capitol building on behalf of Congresswoman Doris O. Matsui in recognition of his service to law enforcement in California.

DETECTIVE JOB ANALYSIS UNDERGOES FINAL REVIEW BY SUBJECT MATTER EXPERTS

During March, the results of the Detective Job Analysis underwent final scrutiny by two groups of subject matter experts (SMEs): novice detectives, and presenters of the Robert Presley Institute of Criminal Investigation (ICI) Core course. The Job Analysis has involved the participation of more than 700 SMEs via focus groups and surveys. Principal objectives of the Job Analysis project have been as follows: 1) define the tasks currently comprising the detective job, 2) create a model of the investigative decision making process, 3) create a prototype depicting elements of a blended learning (multimedia) approach, and 4) create a plan for modifying the existing Core course to a blended model. Both groups of SMEs received an overview of the project by the contractor, DLS Group, and viewed samples of a revised ICI Course, including new on-line tools that investigators could use before, during, and after completion of the Core course.

Comments from the novice detectives (less than a year's experience) were highly favorable and included:

- The blended approach closes a generation gap.
- Reality is more important than high production value, i.e., the "knowledge nuggets" (candid audios of detectives' experiences in certain situations) embedded in the resource materials are superior to other more costly assets involving professional actors or broadcasters.
- Make sure new on-line modules are as interesting as POST's existing ones.
- Databases need to provide the means for quickly finding information.
- The planned modular concept with electives enables concentrating on "what you don't know."
- The reformulated approach facilitates intra-agency knowledge sharing so the entire agency gets the benefit of what the student learned.

Comments from the six presenters of the Core course centered on the following content and delivery issues:

- Consistency of instruction, i.e., content, should be markedly improved.
- Rules will need to be established for maintenance of curriculum and on-line systems, and cases and information will require screening before posting on-line.
- Instructors will require training on delivery of the revised curriculum and on multimedia protocols.
- Detectives' access to the Internet, especially high-speed access, needs to be examined.

Overall, the detectives and presenters assembled were impressed with the quality of the work by both the contractor and POST staff, and with what was being planned for future detective training. Retired Senator Robert Presley was present for the briefings and remarked that he wished this approach had existed when he was a detective.

The next step in development is refinement of the Mental Model of the investigative process to make it user-friendly. The Mental Model is an articulation of the decision-making process employed by expert detectives. The Model, based upon tasks common to all investigations, will provide key decision rules that will guide all detectives, regardless of experience, to best steps in the investigative process.

Questions about the Detective Job Analysis Project may be directed to Bureau Chief Mike Hooper, Training Program Services Bureau, at (916) 227-2820 or Mike.Hooper@post.ca.gov.

PRESENTATION BEFORE ANNUAL MEETING OF THE OCCUPATIONAL HEALTH STANDARD AND TRAINING OPERATING PROCEDURE (OHSTOP) ASSOCIATION

The ongoing revision to the POST peace officer medical screening requirements and associated selection standards and forms was the topic of a presentation by POST Senior Personnel Selection Consultant Shelley Spilberg, Ph.D., before the annual meeting of the Occupational Health Standard and Training Operating Procedure (OHSTOP) Association in Costa Mesa. OHSTOP is an association of physicians, nurses, and related health and human resource professionals with responsibility for peace officers, firefighters, and other public safety personnel.

Dr. Spilberg discussed the current draft regulations and forms, and provided copies to attendees for review and comment. Once finalized, the revised standards and forms will be presented to the Commission for approval at the July meeting.

Questions about the Occupational Health Standard and Training Operating Procedure (OHSTOP) Association presentation may be directed to Senior Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at (916) 227-4824 or Shelley.Spilberg@post.ca.gov.

NEW SCANNING POLICY INSTITUTED FOR THE POST ENTRY-LEVEL LAW ENFORCEMENT TEST BATTERY

To improve test security of the POST Entry-Level Law Enforcement Test Battery (PELLETB), effective April 1, 2007, the Standards and Evaluation Services Bureau will introduce new versions of the PELLETB every month. Once new PELLETB versions have been introduced, scanning services for old PELLETB versions will not be provided. This policy will help to ensure that only current tests are being used, that POST is properly notified when tests are being administered, and that peace officer candidates throughout the state are treated uniformly.

Questions about the new scanning policy may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or Elizabeth.Wisnia@post.ca.gov.

WORKSHOPS ON DISABILITY LAW AND THE IMPACT OF LAW ENFORCEMENT PERSONNEL PRACTICES PLANNED

A series of panel meetings are being planned in June on the impact of federal (ADA) and state (FEHA) disability statutes on California law enforcement selection and training. Panelists will include key representatives from agencies tasked with oversight and enforcement, including Sharon Rennert, Senior Staff Attorney at the EEOC headquarters in Washington, D.C., Paul Ramsey, Chief Counsel for the California Department of Fair Employment and Housing, and POST Senior Personnel Selection Consultant Shelley Spilberg, Ph.D.

Beginning with a session for academy directors and coordinators at the June 7, 2007, Consortium, separate sessions will be held for both Northern and Southern background investigators (on June 7 and June 12, respectively), and for law enforcement management on June 13, 2007. The intent of the sessions is to provide a better understanding of the similarities and differences between the ADA and FEHA for each audience. The sessions will be conducted in a question-and-answer format to ensure that the issues of relevance to audience members are addressed.

Information on these sessions will be posted on the POST website at www.post.ca.gov and will be distributed through POST presentation partners, including CBIA, CALEBI, CPOA, CPCA and CSSA. Questions about the workshops on disability law may be directed to Senior Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at (916) 227-4824 or Shelley.Spilberg@post.ca.gov.

SECOND PHASE OF PRE-ACADEMY PHYSICAL FITNESS STANDARD PROJECT BEGINS

Basic Academies are beginning the second phase of data collection for the Pre-Academy Physical Fitness Standard Project with their first class of 2007. This project is designed to validate simple physical fitness tests as indicators of candidate readiness to begin required physical conditioning, defensive tactics training, and other academy physical tasks. The resulting tests and pass points are designed to identify candidates prepared to complete the most physically-demanding academy tasks with a reduced risk of injury.

During Phase I, maximum pushups, one-minute sit-ups, and 1.5-mile run times were found to be predictive of success in a small sample academy classes. In Phase II, all classes are being tested to ensure that these findings are representative of all academies and that the tests meet professional standards of validity, utility, and fairness for all candidate groups. Phase II data collection for one academy class has been completed thus far and will continue through most of 2007.

Questions about the Pre-Academy Physical Fitness Standard Project may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or Michael.Catlin@post.ca.gov.

SERIOUS GAMES SUMMIT ATTENDED

On March 5-9, 2007, POST staff from both the Standards and Evaluation Services Bureau and the Learning Technology Resource Center attended the Serious Games Summit portion of the Game Developers' Conference in San Francisco.

At its July 2006 meeting, the Commission authorized a contract to develop gaming software that would assess and remediate the reading and writing skills of entry-level officers. Using information gained at the Conference, staff has begun to obtain and review estimates for the instructional design phase of the reading and writing gaming software project. The instructional design phase of the project will objectively identify learning goals for the game and will provide the foundation necessary for the development of software.

Questions about the reading and writing gaming software project may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or Elizabeth.Wisnia@post.ca.gov.

CALENDAR OF EVENTS ON THE POST WEBSITE

Due to security concerns, the POST Calendar of Events is located in the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page.

STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2007-08 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 151</u> (Berryhill)	Peace Officers: This bill would include custodial officers, as specified, in the Counties of Glenn, Lassen, and Stanislaus within the definition of peace officer under PC 830.1(c). This bill would declare that it is to take effect immediately as an urgency statute. Commission Position: No position recommended.	1st Reading To Senate Rules Cmte.
<u>AB 325</u> (Nava)	Peace Officer Recruitment and Retention Commission: This bill would create the Peace Officer Recruitment and Retention Commission. This Commission would be required to have eight members, as specified, and develop a pilot project administered by the Commission that will develop, coordinate, and implement advertising, recruitment, and retention programs for peace officers in counties specified by the Commission. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	ASM Approp.
<u>AB 621</u> (Smyth)	Universities: Reserve Peace Officers. This bill would authorize the trustees of the California State University and the Regents of the University of California to establish reserve peace officer programs to supplement their respective police departments Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Hearing cancelled by author
<u>AB 849</u> (Nakanishi)	Public Safety Training Facilities: This bill would establish the Public Safety Training Facilities Grant Program, administered by the Office of Emergency Services to provide grants for training police, sheriff, and fire department personnel in counties with an average population density not exceeding 500 persons per square mile. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Pulled by author
<u>AB 1374</u> (Hernandez)	Peace Officers Reserve Housing Authority: This bill would add all reserve housing authority patrol officers employed by a housing authority among those reserve officers who are considered peace officers Commission Position: To be considered at the April 19, 2007, Commission Meeting.	ASM Public Safety

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 1648</u> (Leno)	Peace Officer Records: This bill describes the intent of the legislature to abrogate the decision of the Supreme Court in Copley Press v. Superior Court. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	ASM Public Safety
<u>SB 15</u> (Wyland)	Career Technical Education Vision Council: This bill would create the Career Technical Education Vision Council (CTEVC) to make recommendations regarding career technical education, as specified, and to develop a workforce preparation and strategic plan on or before December 31, 2008. Commission Position: Support, Amend	Senate Education Cmte.
<u>SB 153</u> (Migden/Runner)	Victim Services: This bill creates the Child Advocacy Center Fund and the Victim Trauma Recovery Fund, assigns the Office of Emergency Services (OES) to receive and manage the distribution of these funds, and assigns redistribution percentages to the recipients of the Penalty Assessment Fund. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Referred to Public Safety Committee
<u>SB 566</u> (Ridley-Thomas)	Peace Officer Standards and Training: Existing law establishes the appointment criteria for all members of the Commission on Peace Officer Standards and Training (POST). This bill would amend the criteria for appointment to the Commission, as specified by law, for four of the Commission members. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	2nd Reading Amended (3-29-07)
<u>SB 987</u> (Romero)	State Correctional System: This bill would require the Commission on POST to provide training regarding tracing missing persons and victims of violent crimes, transferring this responsibility from the Corrections Standards Authority. Commission Position: Seeking amendment.	Amendments to Author